



Third and Fourth Quarter Newsletter (July - December, 2017)

Dear Partners, Supporters, Stakeholders and Staff
Hope College of Business, Science and Technology (HCBST) wishes you a happy and prosperous New Year (2018), albeit delayed.

This is the combined Third and Fourth Quarters Newsletter highlighting the activities of Hope College of Business, Science and Technology (HCBST) for the second half of 2017, July up to December. We are happy to get your comments and suggestions, including some critique on how to improve the dissemination of info through the Newsletter.

I. Operations

The normal functioning of the College was being carried out with due attention to details of every activity. The activities of the academic wing were led by the Vice President for Academic Affairs (VPAA); the administrative and financial activities were handled by the Vice President for Financial and Administrative Affairs (VPFA). Where appropriate and necessary, the President involved in both activities. The activities undertaken are the following.

II. Management-related

The Executive Team, comprising the President and both Vice Presidents, was convening as regularly as time permitted to discuss on issues and give leadership to the College.

2.1 Action plan

Draft action plan format for the academic year was prepared by the Action Plan Committee, and discussions were held with deans, directors and department heads on how to prepare departmental, faculty and college-wide plans for the Academic Year 2017/18. Directives were given on how to translate the plan into action in the specific areas of service.

2.2 Partners

Woord en Daad: Partners from Woord en Daad came to visit the College in the beginning of October led by Mr. Jan Lock and three board members. The partners had a long discussion after being briefed on the current status of the College. The conversation was productive for both sides who agreed to continue their collaboration at a certain level.

Menlo Park Church: Mrs. Debby Kerner, from Menlo Park Church, came to visit the College. Many areas of collaboration were discussed. Particularly, agreement was reached to improve the website of the College by uploading dynamic template. The new website of the College, once constructed, will largely be managed from the College, unlike the currently managed from elsewhere.

EthiopiAid-UK: In mid-October 2017, the President of the College visited EthiopiAid UK office in Bath, UK, during which time he had a fruitful discussion with Ms. Alexandra and Ms. Anna Lord on issues relating to sponsored students. Some clarifications and updates were given by the President, and EthiopiAid UK has committed to continue sponsoring students. It is to be noted that EthiopiAid UK has been sponsoring 40 female students and 38 male students, now in their second year. For the current academic year the College has obtained additional fund for sponsoring 89 new students.

In addition to sponsoring students, EthiopiAid UK has agreed to fund the building maintenance and related activities.

On November 24, 2018, the Ethiopia Aid / Reed Challenge British Team visited our College and provided training to eighty (80) students from among prospective graduates of the College. The topics for the one-day training were: preparing Curriculum Vitae (Resumes) and Job Application; developing Interview Skills and Presentation Skills. The issues discussed were helpful and the prospective graduates were highly motivated, and hopefully will find the training to be beneficial once they graduate in six months' time.

Mrs. And Dr. Holland: Longtime supporters of HCBST, Dr. Doug and Mrs. Betty Holland have kept their contact with the College, and the College is grateful for the sustained relationship over the years. In Decemeber of 2017, Dr. and Mrs. Holland have donated a gift to fund some activities of the College which is unrestricted that can be used discretionally by the College.

III. *Academic-related*

Various academic activities of the College have been conducted according to the academic calendar for the year, and now the College has fully started its academic work of the new academic year 2017/18.

3.1 Recruitment of Graduate Assistants

From among the fourth batch graduates of Academic Year 2016/17, three outstanding students in their academic achievements were retained as Graduate Assistants to engage in teaching as assistants and eventually pursue an academic career in teaching and research.

3.2 Graduation

Students who had completed their studies at the College and fulfilled all the requirements graduated on July 8, 2017, in a colorful ceremony. This time graduation was so special in that students graduated for the first time from all the departments that the College has. Accordingly, 177 students graduated from the different programs that the College is running.

The Guest speaker for this graduation was Ato Abraham Alaro, the President of Berhan International Bank. In his keynote speech, Ato Abrham ,



congratulated the graduates for their achievement underlining the fact that graduation is not an end but rather a start of a new life. A life of venturing into the world and finding oneself. It is a new beginning that evolves into maturity, independence and serving one's society and nation. He highlighted three points that are useful in the values of service to our nation. He advised the class of 2017 to define who they are. He also stressed that graduates need to have a passion for integrity wherever they go and whatever they do. That is a gateway to service-giving engagement. Lastly, he emphasized that excellence is another value that graduates need to cherish. One has to excel more than the expected level of achievement set for a task. This is an art of success in life. In the end, he closed his commencement speech by blessing the class of 2017.



3.3 Program expansion

In accordance with the five-year strategic plan of the College to expand its programs vertically and horizontally, the College has taken some steps to open an MBA program as of the next academic year (2018/19). Accordingly, a team was established to carry out the necessary preparations for the launching of this program of study; and this team conducted a feasibility study, and prepared a curriculum for the program on the basis of this study. After preparing the curriculum, a validation workshop was conducted in which stakeholders from different educational institutions and industries participated. Internal and external assessments had also been done on the curriculum, and these were also presented at the workshop after the presentation of the curriculum itself by the Head of the Management Department of the College. Discussions were made on the presented curriculum and the assessments and professional suggestions were forwarded by the participants, and this helped to further develop the curriculum and submit it to the concerned body of the Government of the Federal Democratic Republic of Ethiopia (Higher Education Relevance and Quality Agency) together with an application for accreditation of the program. Thus, now we are waiting for the response concerning the accreditation while, at the same time, arranging facilities for the new program.

3.4 Internship

As is customary in the College, prospective graduates for the academic year 2017/18 were assigned to different organizations to conduct their internship activities. Students from all the departments engage in the internship program for two months except Architecture Department students who will engage in the internship for three months. All students who have successfully completed the internship brought back their reports and were presented at their respective departments.

3.5 Evening program

The evening program students had another round study program (summer semester) during the months of July and August.

3.6 Academic Year 2017/18

Before starting the new academic year, different consultative meetings had been conducted at different levels of the structure of the academic leadership, and a discussion session with the whole academic staff in order to evaluate the activities of the previous year and to better plan and execute the activities of this academic year.

Promotions were also made in different ways (on television, different radio programs, fliers, brochures and posters) in order to attract new students to the College. The plan of the College was to admit 600–800 to expand in accordance with the Strategic Plan (SP) for 2016 - 2020. Thus, enrollment of freshman students was undertaken with the aim of enlarging the student body, as a result of which freshmen enrollment for the current academic year was at 597. Among the newly enrolled 89 students are newly accepted to the sponsorship program.

Overall, the 2017/18 Academic Year started with 1319 regular and 245 extension students, with a total of 1564. And this has seen a modest increase in the student population, albeit it lags that projected in the SP.

3.7 Exchange Program: RUAS The College has been collaborating with Rotterdam University of Applied Sciences (RUAS) in student exchange program, though it is from one direction at the moment. The College hosted sixteen students and four instructors from RUAS in October 2017 who partnered with sixteen students from HCBST and four instructors. Students from both institutions worked on various research projects and their findings were presented to a select group of instructors and management of the College. Both parties agreed that such educational



ventures will be encouraged and that both institutions are involved ahead of time to make the exchange program more meaningful. The students visited two institutions, the African Union headquarters in Addis Ababa and Passion farm, an agricultural firm, in Debrezeit, a city in the environs of Addis.



3.8 Training

During the summer break of 2017, training on International Financial Reporting Standards (IFRS) was administered to 60 graduates of the College and a few others from different organizations in the field of Accounting and Finance. The training is supposed to help standardize the financial reporting of organizations/institutions to meet international standards.

3.9 Research

Research papers presented during the first Research Conference held on June 22, 2017 are edited and ready for publishing, which we hope will be posted on our website upon completion.

Furthermore, the Bulletin of the year was compiled and ready for publication.

3.10 Reflection time

As part of imparting the vision and values of the College, reflection time sessions were conducted in the College. Including the president of the College, four speakers addressed the student body in the semester. The topics covered in the reflection time were competence and credentials, leadership in the present context and the current conditions of HIV/AIDS. All the sessions were attended by students and staff alike, and more of these activities are under-plan in the second semester as part of contributing to general competencies of students.

3.11 Student governance

Students of the College elected their new Student Parliament for the new academic year. This student governing body plays an active role in the academic life of the College by participating in the Senate meeting and various other committees such as the discipline committee attending hearings in disciplinary matters. The newly elected members were introduced to the student body and have started their services by organizing various clubs and events in the College.

4. Administration and Finance activities

4.1 Human resources

Four full time staff members were recruited at the beginning of this academic year to fill vacant positions in the Departments of Accounting and Finance, Architecture and Food Science and Technology. As part of strengthening the faculty offices, one qualified staff was recruited to assist the students' record at the faculty level. The new additions to the staff go well with the Strategic Plan of the College toward increasing the student population.

4.2 Campus beautification and farm

The greenery of the campus has been maintained. In addition, a small vegetable farm is operated. The vegetables are supplied input to the College canteen and produces were sold to staff members and communities nearby the College. The vegetable farm though only a small source of income, helps as a means of keeping the campus clean, green and manageable.



4.3 Facility maintenance

With the help of the former construction supervisor, Abba Architects and Engineers, an easement of status of the buildings was made to see damages that have been sustained on one of the buildings blocks. In addition, the underground floor of the library was inspected to water leak problems. The College is awaiting a technical report of the assessment which will be used to plan the repair action and execute maintenance works.

4.4 Financial activities

Since the grant of business license was secured to the College, income activities have been on-going in the College. The plan to cover 70% of expenses for the academic year 2016/17 from Income Generating Activities (IGA) seems to be on course. The annual account report on IGA activities of the College is going to be made public soon as the accounts are audited by external auditors.

From the short experience of income generating activities, the prospect is encouraging but it will take a while before full financial sustainability is ascertained through the IGA alone. Diversifying income sources by thinking out of the box is essential. With this idea in mind, the Management of the College is considering various schemes to boost the income of the College which will be communicated to our partners and staff as they mature.

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